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25 February 1969

## MEMORANDUM FOR: Deputy Director for Support

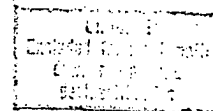
Bob:

In drawing up the annual report on our returnee interview program, we came upon three cases in which young careerists in your SA service had remarked about a change in policy in accordance with which they were being removed from that service and placed in the service of one of the DDS component offices. To give you some idea of the flavor of their reaction to this change, I quote from the interview reports:

" (Subject) was then acquainted with the fact . . . that the policy under which the support generalist career had been started for JOT's in 1964 had been reversed. The Support Directorate was now asking all JOT's to specialize; he was asked to select a career in personnel, or administration, et al; he was told that SA was composed only of senior officers, that there were no slots below GS-13 (or GS-14); and that staff employees who had proved their capabilities in one of the special fields would be selected for assignment as general support officers when they achieved this grade level. He said that he recognized that policy changes are legitimate but feels that they should not be made retroactive. He and one other JOT in the same situation have asked to retain their SA career designation; the career panel is considering their cases. "

"Without complaining, Subject says he and others of his group were wondering why things have turned out as they have. He began processing for overseas as soon as training was completed. They were told they were going to be in a six-year training program, after which they would pick their specific career field. Things have changed in the DDS, and DDS CTs now have to pick their career fields beforehand. "

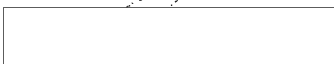
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"Subject says that his feeling about the Agency is at its lowest point. The general support career has been eliminated. He can understand that there may be good reasons for this, but he was not informed in the field and might have made other decisions had he known. His FRQ was answered affirmatively -- he was told his assignment would be in headquarters, but no specific job was noted. When he contacted his responsible office ... he was informed of the above and told he would have to choose one of the support areas."

In one of the interviews there was some suggestion that this new policy may be under further consideration. If it is, I should be interested in knowing how the matter stands at the present time.

I am writing to you more out of curiosity than I have any feeling there is serious trouble in this area. The interviews from which the above quotations are taken reflect good morale and a fine attitude on the part of ~~all three young men~~. *two of the men. Even the thirteenth, states in his statement above, seems to be OK.*

  
Gordon M. Stewart  
Inspector General

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